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TASMANIAN INDUSTRIAL COMMISSION

Industrial Relations Act 1984
s23 application for an award or variation of an award

Tasmanian Trades and Labor Council

(T6941 of 1997)

All public and private sector awards

**Automotive, Food, Metals, Engineering,
Printing & Kindred Industries Union**

(T6928 of 1997)

Automotive Industries Award

(T6929 of 1997)

Draughting & Technical Officers (Private Industry) Award

(T6930 of 1997)

Fish, Aquaculture and Marine Products Award

(T6931 of 1997)

Metal & Engineering Industry Award

(T6932 of 1997)

Optical Industries Award

(T6933 of 1997)

Shipbuilders Award

(T6934 of 1997)

Surveyors (Private Industry) Award

The Australian Workers' Union, Tasmania Branch

(T6947 of 1997)

Automotive Industries Award

Bootmakers Award

Building Trades Award

Building and Construction Industry Award

Butter and Cheesemakers Award

Carriers Award

Clay and Mud Products Award

Concrete Products Award

Dairy Processing Award

Farming and Fruitgrowing Award

Fish, Aquaculture and Marine Products Award

Horticulturists Award

Marine Boards Award

Meat Processing Industry Award

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Metal and Engineering Industry Award
Monumental Masons Award
Optical Industries Award
Pasminco Rosebery (Mining) Award
Plant Nurseries Award
Produce Award
Public Vehicles Award
Quarrymens Award
Roadmakers Award
Rubber Trades Award
Shearing Industry Award
Shellfish Industry Award
Timber Merchants Award
Wireworking Award
National Training Wage (Tasmanian Private Sector) Award

Transport Workers' Union of Australia, Tasmanian Branch

(T6956 of 1997)

Transport Workers General Award

National Union of Workers, Tasmanian Branch

(T6971 of 1997)

Automotive Industries Award
Fuel Merchants Award
Produce Award
Retail Trades Award
Rubber Trades Award
Softgoods Award
Wholesale Trades Award
Fibreglass and Plastics Award
Timber Merchants Award
Wholesale Pharmaceutical Award

**Australasian Meat Industry Employees Union,
Tasmanian Branch**

(T6979 of 1997)

Meat Processing Industry Award
Meat Retailing Award

**Textile, Clothing and Footwear Union of Australia,
Tasmanian Branch**

(T6987 of 1997)

Bootmakers Award
Clothing Industry Award
Textile Award

Australian Municipal, Administrative, Clerical and Services Union

(T6991 of 1997)

Aerated Waters Award

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Barristers and Solicitors Award
Broadcasting and Television Award
Clerical and Administrative Employees (Private Sector) Award
Community Services Award
Entertainment Award
Estate Agents Award
Furnishing Trades Award
Independent Schools (Non-Teaching Staff) Award
Insurance Award
Photographic Industry Award
Printers Award
Public Accountants Award
Restaurant Keepers Award
Shipping Award
Totalizator Agency Award

Health Services Union of Australia, Tasmania No. 1 Branch

(T6993 of 1997)
Dentists Award
Disability Service Providers Award
Medical Practitioners (Private Sector) Award
Medical Diagnostic Services Award
Nursing Homes Award
Hospitals Award

PROFESSIONAL ENGINEERS AND SCIENTISTS (PRIVATE INDUSTRY) AWARD

FULL BENCH:
PRESIDENT F D WESTWOOD
DEPUTY PRESIDENT B R JOHNSON
COMMISSIONER R J WATLING

Wage Rates - State Wage Case July 1997 - application to flow on Australian Industrial Relations Commission Safety Net Review decision April 1997 (Print P1997) agreed tripartite position - Wage Fixing Principles varied - \$10.00 per week arbitrated safety net adjustment approved- all private sector awards to be varied on application no earlier than ffpp on or after 14 July 1997 - State Minimum Wage to be subject to separate application

ORDER -

No. 2 of 1997

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AMEND THE PROFESSIONAL ENGINEERS AND SCIENTISTS (PRIVATE INDUSTRY) AWARD IN THE FOLLOWING MANNER:

Delete Clause 8 - Salaries and insert in lieu thereof the following:

"8. SALARIES

(a) The minimum annual salaries payable for the performance of professional engineering duties as defined shall be:

	Base Rate Relativity %	Base Rate \$	Safety Net Adjustment \$	Annual Salary \$
Level 1 - Graduate Engineer	130	28203	1768	29971
Level 2 - Experienced Engineer	160	34711	1768	36479
Level 3 - Professional Engineer	180	39050	1768	40818
Level 4 - Professional Engineer	210	45558	1768	47326

PROVIDED that:

- (i) the rate shown above for a Graduate Engineer is the rate that applies when he or she first commences in the work-force;
- (ii) the competence and salary of a Level 1 engineer will be reviewed at least annually;
- (iii) in instances where the review confirms that the competence and skill of a Level 1 engineer has increased, the engineer's salary shall be increased by an amount of not less than 5% of the pre-existing salary.

(b) The minimum annual salaries payable for the performance of professional scientific duties as defined shall be:

	Base Rate Relativity %	Base Rate \$	Safety Net Adjustment \$	Annual Salary \$
Level 1 - Graduate Scientist	125	27118	1768	28886
Level 2 - Experienced Scientist	160	34711	1768	36479
Level 3 - Professional Scientist	180	39051	1768	40819
Level 4 - Professional Scientist	210	45558	1768	47326

PROVIDED that:

- (i) the rate shown above for a Graduate Scientist is the rate that applies when he or she first commences in the workforce;

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- (ii) the competence and salary of a Level 1 scientist will be reviewed at least annually;
- (iii) in instances where the review confirms that the competence and skill of a Level 1 scientist has increased, the scientist's salary shall be increased by an amount of not less than 5% of the pre-existing salary.

(c) Work Level Descriptions

Level 1 - Graduate Engineer

An engineer at this Level performs professional engineering tasks and/or undertakes minor engineering projects to established engineering principles, techniques and methods. These activities are performed under professional supervision.

It is expected that a Level 1 engineer will be provided with work and training opportunities that make possible the progressive acquisition of skills and competence.

Level 1 - Graduate Scientist

A scientist at this Level performs professional scientific tasks and/or undertakes minor scientific projects to established scientific principles, techniques and methods. These activities are performed under professional supervision.

It is expected that a Level 1 scientist will be provided with work and training opportunities that make possible the progressive acquisition of skills and competence.

Level 2 - Experienced Engineer

Following development through Level 1, a Level 2 engineer is an experienced engineer who plans and conducts professional engineering work without detailed supervision, but with guidance on unusual features and who is usually engaged on more responsible engineering assignments requiring substantial professional experience.

Level 2 - Experienced Scientist

Following development through Level 1, a Level 2 scientist is an experienced scientist who plans and conducts professional scientific work without detailed supervision, but with guidance on unusual features and who is usually engaged on more responsible scientific assignments requiring substantial professional experience.

Level 3 - Professional Engineer

A Level 3 professional engineer performs duties requiring the application of mature professional engineering knowledge. With scope for individual accomplishment

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and co-ordination of more difficult assignments, the professional engineer deals with problems for which it is necessary to modify established guides and devise new approaches.

The professional engineer may make some original contribution or apply new professional engineering approaches and techniques to the design or development of equipment or special aspects of products, facilities, and buildings.

Recommendations may be reviewed for soundness of judgement but are usually regarded as technically accurate and feasible. The professional engineer makes responsible decisions on matters assigned, including the establishment of professional engineering standards and procedures, consults, recommends and advises in specialty engineering areas.

Work is carried out within broad guidelines requiring conformity with overall objectives, relative priorities and necessary co-operation with other units. Informed professional engineering guidance may be available.

The professional engineer outlines and assigns work, reviews it for technical accuracy and adequacy, and may plan, direct, co-ordinate and supervise the work of other professional and technical staff.

Level 3 - Professional Scientist

A Level 3 professional scientist performs duties requiring the application of mature professional scientific knowledge. With scope for individual accomplishment and co-ordination of more difficult assignments, the professional scientist deals with problems for which it is necessary to modify established guides and devise new approaches.

The professional scientist may make some original contribution or apply new professional scientific approaches and techniques to the design or development of equipment or special aspects of products, facilities, and buildings.

Recommendations may be reviewed for soundness of judgement but are usually regarded as technically accurate and feasible. The professional scientist makes responsible decisions on matters assigned, including the establishment of professional scientific standards and procedures, consults, recommends and advises in specialty scientific areas.

Work is carried out within broad guidelines requiring conformity with overall objectives, relative priorities and necessary co-operation with other units. Informed professional scientific guidance may be available.

The professional scientist outlines and assigns work, reviews it for technical accuracy and adequacy, and may plan, direct, co-ordinate and supervise the work of other professional and technical staff.

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Level 4 - Professional Engineer

A Level 4 professional engineer is required to perform professional engineering work involving considerable independence in approach, demanding a considerable degree of originality, ingenuity and judgement, and knowledge of more than one field of engineering, or expertise (for example, acts as his or her organisation's technical reference authority) in a particular field of professional engineering.

The professional engineer:

- (i) initiates or participates in short or long range planning and makes independent decisions on engineering policies and procedures within an overall program;
- (ii) gives technical advice to management and operating departments;
- (iii) may take detailed technical responsibility for product development and provision of specialised engineering systems, facilities and functions;
- (iv) co-ordinates work programmes; and
- (v) directs or advises on use of equipment and material.

The professional engineer makes responsible decisions not usually subject to technical review, decides courses of action necessary to expedite the successful accomplishment of assigned projects, and may make recommendations involving large sums or long-range objectives.

Duties are assigned only in terms of broad objectives, and are reviewed for policy, soundness of approach, accomplishment and general effectiveness.

The professional engineer supervises a group or groups including professional engineers and other staff, or exercises authority or technical control over a group of professional staff, in both instances engaged in complex engineering applications.

Level 4 - Professional Scientist

A Level 4 professional scientist is required to perform professional scientific work involving considerable independence in approach, demanding a considerable degree of originality, ingenuity and judgement, and knowledge of more than one field of science, or expertise (for example, acts as his or her organisation's technical reference authority) in a particular field of professional science.

The professional scientist:

- (i) initiates or participates in short or long range planning and makes independent decisions on scientific policies and procedures within an overall program;
- (ii) gives technical advice to management and operating departments;

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- (iii) may take detailed technical responsibility for product development and provision of specialised scientific systems, facilities and functions;
- (iv) co-ordinates work programmes; and
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The professional scientist makes responsible decisions not usually subject to technical review, decides courses of action necessary to expedite the successful accomplishment of assigned projects, and may make recommendations involving large sums or long-range objectives.

Duties are assigned only in terms of broad objectives, and are reviewed for policy, soundness of approach, accomplishment and general effectiveness.

The professional scientist supervises a group or groups including professional scientists and other staff, or exercises authority or technical control over a group of professional staff, in both instances engaged in complex scientific applications."

OPERATIVE DATE

These variations shall come into operation from the first full pay period to commence on or after 14 July 1997.

R J Watling
COMMISSIONER

15 July 1997